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ABSTRACT

Concerned with the sex equity of college athletic programs, this newsletter focuses on (1) a large group of colleges lobbying against Title IX and seeking cutbacks on sports coverage, (2) the mobilization of community groups seeking sex equity in local schools in Michigan and North Carolina, (3) new guidelines for eliminating sex discrimination in vocational education, (4) new rulings and policies from the Department of Health, Education, and Welfare, and (5) half-court women's basketball. Other short notes are included as well as a list of resources. (DS)

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Peer Perspective

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Colleges Mount Title IX Sports Attack

A high-powered lobby representing scores of colleges and universities has launched "the most serious broad-scale assault on Title IX ever mounted," according to PEER director Holly Knox.

Claiming that the Department of Health, Education and Welfare's proposal for new Title IX sports rules will ruin college football and bankrupt athletic coffers, the university coalition has raised a war chest to lobby a cutback on Title IX sports coverage.

Title IX of the 1972 Education Amendments bars sex discrimination in educational programs receiving federal funds.

The campaign has already generated an avalanche of congressional mail calling for a cutback on women's rights under Title IX. "Members of Congress and their staffs are walking around with large folders of angry letters from colleges, athletic directors, fraternities, sororities, and others," says a congressional aide.

Opponents of equalizing college sports programs for men and women are asking Congress to pass an amendment to restore protected status to the men's programs. The campaign was sparked by HEW's release last December of its proposed new Title IX scheme for intercollegiate sports.

The HEW proposal, which calls for equalizing overall college sports expenditures for male and female athletes, contains several broad exemptions. The government would allow unequal spending that was shown to result from such "nondiscriminatory factors" as differences in the cost of equipment or the level of competition of men's and women's teams.

"If you care about Title IX, write your senators and representatives now . . ."

—Leslie Gladstone, Chair
National Coalition for Women
and Girls in Education

While women's groups have attacked those allowances as a back-door approach to exempting the big men's sports, male college athletics directors claim the draft rules would cost too much.

Feminist groups are concerned that the attack on Title IX's sports coverage could open up a wholesale assault on Title IX. "The Hill's going to take shots at it right and left," says Frank Till of the National Advisory Council on Women's Educational Programs.

The first battle is expected on the Labor-HEW Appropriations bill, due to hit the floor of the House in June. Latest reports indicate that the university coalition is pushing Congress to attach a rider to that bill, barring

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Mich., N.C. Groups Get Set to Check Equity

Across the state of Michigan, and from the Appalachian Mountains to the Atlantic in North Carolina, PEER is mobilizing parents, community groups and educators to work together for fair treatment of both sexes in their local schools.

"Parents are so responsive," says Elizabeth Giese, state coordinator for the Michigan project. "No one doubts the statistics—like the fact that a married woman can expect to spend 25 years working outside of the home. They feel the changes even if schools aren't dealing with them. They're worried about how their children are

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This is serious. Where's my red crayon . . .

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
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Sports *(continued from p. 1)*

or limiting HEW enforcement of Title IX in college sports programs. Junior and senior high school athletics could be affected, observers say.

Unless Congress is flooded by calls and letters from people who want to keep Title IX as it is, feminists fear that Congress will bow to university pressure to cut back Title IX.

"If you care about Title IX, write your senators and representatives now," urges Leslie Gladstone, chair of the National Coalition for Women and Girls in Education. "Insist that the law not be amended in any way, particularly on sports. And encourage 10,000 of your closest friends to do the same."

Groups *(continued from p 1)*

being prepared."

Giese will hold about 12 community training sessions centered on *Cracking the Glass Slipper*, PEER's Title IX kit, by early fall. PEER is translating the Michigan experience into a manual for setting up similar statewide projects elsewhere.

"Sexism is diffused throughout the entire educational system" in Michigan, says state superintendent John W. Porter. He supports the PEER project. "Informed, concerned citizens are the greatest insurance we have that our schools achieve equity."

A blue-ribbon advisory board for the project includes 40 prominent Michigan citizens, including both U.S. senators, former U.S. Congresswoman Martha Griffiths, former Secretary of HEW Wilbur Cohen, and Helen Milliken, an active feminist and Michigan's First Lady.

"I was thrilled," says Carolyn Cook, local project coordinator in Big Rapids, when she found out about "Michigan PEER." "You get more support being part of a statewide project."

In Grand Rapids, as in several other communities in both states, educators as well as community members have signed up. "Educators have a perspective on the system that parents may not," Karen Fenske, local coordinator, points out. "And parents can make demands educators might not be able to."

The Rockefeller Family Fund has donated seed money for PEER's work in Michigan.

A dozen North Carolina communities were sites for training sessions state project coordinator Beth Comarow held in April. Among them were major cities such as Charlotte and Winston-Salem, the coastal town of Wilmington, and Boone, high in the mountains, where over 40 people—including 13 men—showed up.

"From a man's point of view," says Robert Bingham, one of the leaders of the Boone project, "the big thing is the economic burden. If you don't produce, you feel like you let everybody down." For the past two years, he and his wife, Elaini, have shared that burden, and "it's a whale of a relief," says Bingham.

Several women from rural Yadkin Valley surrounding Winston-Salem have gotten involved in the PEER project. June Peace, who coordinates job training programs in the area, is encouraging others to join. These women are "acutely aware" of the problems Title IX sets out to address, says Peace. Many are supporting families on their own.

A young girl in one Valley community was recently "tossed out of school" for becoming pregnant, Peace says one woman reported. "Maybe that's an isolated incident. That's what we'll need to look at."

A grant from the Mary Reynolds Babcock Foundation of Winston-Salem is supporting the North Carolina project.

American women signed their first declaration of rights at Seneca Falls, N.Y., in 1848.

A stone's throw away and a hundred years later, Cornell University has won itself a **Silver Snail** award by racking up a remarkable record on affirmative action for women faculty.

In 1971, when the university began its affirmative action program, the faculty at the Ithaca, N.Y. campus was a little under 8% female. Today, it's a little over 8% female. That's "not as much change as some might like," says Alison Casarett, affirmative action officer.

Some people are never satisfied.

Voc Schools Must Act Under New HEW Rules

New HEW guidelines on eliminating discrimination in vocational education "are going to require a lot of change in voc ed," says Linda Brown, director of the Federal Education Project, Lawyers' Committee for Civil Rights Under Law. The rules are aimed at rooting out biases based on sex, race, color, national origin and handicap.

Under the rules, "it's not enough for voc ed schools to say they don't discriminate," says Brown. "If they've been entirely or chiefly single sex, they'll have to take steps to integrate the sexes."

The guidelines also call for changes in the way students are chosen for courses with limited enrollments. Right now, says Brown, "the use of certain criteria, such as counselors' or teachers' recommendations, may keep many female students from enrolling in the most popular traditionally male courses."

Under the new guides, if other measures keep out a disproportionate number of girls, schools may use only criteria which are "absolutely essential to participating in the class—not necessarily to doing the best or getting a job in that field," Brown says.

The rules, published March 21 in the *Federal Register*, cover many other aspects of vocational programs as well. Write the FEP, 733 15th St., N.W., Suite 526, Washington, D.C. 20005, for a copy of the rules and a summary.

HEW Says More on Title IX

Several rulings and policies we thought you'd want to know about . . .

Employment

• HEW found a consistent pattern of assigning male elementary school teachers to upper grades in one district, despite the district's claim that assignments were based on years of experience.

While the district said it assigned more experienced teachers to the early grades, the only teacher reassigned from an upper to a lower grade one year was a female with the least experience of any upper grade teacher at her school. All 11 male elementary teachers in the district worked in grades four through six.

HEW ordered reassignment of several male teachers to the early grades.[1]

• In several states, courts have barred HEW from enforcing either the maternity section, or the entire employment section, of the Title IX regulation. Since September, HEW policy has been to continue investigating and attempting to settle employment cases in all other parts of the country.[2]

As of today, court orders bar enforcement of the pregnancy rules in eastern Michigan, eastern Missouri, northern Ohio, and, since a March 9 decision in the first circuit court of appeals, the entire states of Maine, Massachusetts, New Hampshire, and Rhode Island, and in Puerto Rico. The employment section can't be enforced in western Washington and middle Georgia.

The situation can change anytime. Check with your regional HEW office for the latest news on court decisions and enforcement policy.

No matter what the courts decide, another federal law, Title VII of the 1964 Civil Rights Act, offers the same broad protection against sex discrimination in employment. Title VII, which includes an explicit ban on pregnancy discrimination, is enforced by the Equal Employment Opportunity Commisison.

Occupational Education

• HEW required one district to change the location of its occupational education program "to be more conducive to female enrollment . . . A better neighborhood and a building with other female students would improve the opportunity for interested girls to participate."[3]

Work Study Placements

• Work study and cooperative job placements which are made available to students through career-related course instructors "are, in effect, allocated on the basis of sex," if most of the students in the course are of one sex, said HEW. There must be a clear "educational connection" between the course and the job in order to justify reserving the job for students in that course. "The possibility that the employer offering the job might be likely to hire particular students after graduation is not sufficient justification," HEW said.[4]

Postscript: If HEW's proposed **intercollegiate athletics** policy goes into effect, it will apply to secondary school sports "to the extent that secondary level athletic programs are similar to intercollegiate programs," says Michael Middleton, HEW civil rights policy chief.

HEW is researching the differences between the two, Middleton says, and "intends to issue a policy addressing those differences."

Footnotes

[1] Letter to an Ohio school superintendent from Kenneth A. Mines, director, HEW's Office for Civil Rights, Region V, November 23, 1977.

[2] Memo to regional HEW civil rights directors from David S. Tatel, OCR director, September 18, 1978.

[3] Letter to a Massachusetts school superinendent from John G. Bynoe, director, OCR Region I, November 22, 1978.

[4] Letter to a New Hampshire school superintendent from John G. Bynoe, director, OCR Region I, December 1, 1978.

from all over

"I get a heck of a kick seeing girls participate in interscholastic sports, even a little more than the boys," says Frank Inslee, northwest regional athletic director of the year for 1978. "They seem more excited about the program—and more appreciative. Maybe because it's new to them."

Inslee's work starting and supporting girls' programs in the **Seattle, Washington** public schools "had a great deal to do with his selection" for the award, says Jerry Pflug, president of the National Council of Secondary School Athletic Directors, which sponsors the competition. Pflug says the promotion of equal opportunity in sports is one of the criteria for award winners.

One year after **Maine** Education Commissioner H. Sawin Millett, Jr., challenged the standard practice of male superintendents appointing themselves as Title IX coordinators, the percentage of superintendents in the state who also hold the Title IX job has dropped from 60% to 7%.

The "most critical step" in implementing the law is selecting the right Title IX coordinator, Millett told district heads at a meeting last spring. The coordinator "should not be one who could be involved in any step of the local grievance procedure," he said.

"There was a conflict," says Jane Riley, state Title IX officer. "A person can't be judge and defendant at the same time." In some districts, she observes, the change has meant that action plans have come "out of central office files and into the total school population, where they belong."

HEW's New York City regional office has settled 15 out of 16 complaints filed against **Essex County, New Jersey** school districts, charging widespread discrimination in high school athletics. Essex County NOW filed the Title IX complaints last July.

HEW required schools to add girls' sports and teams, schedule "prime-time" games for girls as well as boys, and arrange for cheerleaders to perform at girls' games.

"The only way male and female teachers have an equal opportunity to advance into administrative positions in this school district is to be white, male, an ex-coach, a graduate of Western Kentucky University, a poor administrator, and a member of the Broadway Baptist Church."

So observed a Kentucky teacher, quoted in a **Louisville-Jefferson County, Kentucky** Human Relations Commission report on Title IX compliance in the area.

resources

Developing Leadership for Parent/Citizen Groups. Crystal Kuykendall. 1976. How to lead effectively and motivate others. A lively, no-nonsense guide. National Committee for Citizens in Education, Suite 410, Wilde Lake Village Green, Columbia, Md. 21044. 60pp . $2.50, prepaid. Other useful booklets for community groups working with sc ools.

Overcoming Math Anxiety. Sheila Tobias. 1978. Explores causes and consequences of math avoidance, particularly among girls and women. Offers some suggestions for conquering it. W.W. Norton & Co., 500 Fifth Ave., N.Y., N.Y. 10036. 278pp. $10.95.

Resource Photos for Mainstreaming. 1979. Non-sexist and multiracial, with ideas for classroom use. One set of six photos features physically handicapped adults functioning well in varied settings; another set of eight shows handicapped and non-handicapped children together in a preschool classroom. 11" x 14", black and white. Photos of adults, $5.00. Photos of children, $6.50. Both sets, $10.00. Check payable to Non-Sexist Child Development Project, Women's Action Alliance, 370 Lexington Ave., N.Y., N.Y. 10017.

Women's Sports. Monthly magazine of Billy Jean King's Women's Sports Foundation. Colorful potpourri of news and features on topics from amateurism to weight training, girls' sports camps to women Olympic hopefuls. *Women's Sports* Magazine, P.O. Box 50483, Palo Alto, Calif. 94303. $10 per year.

PEER MATERIALS can set you straight on what the Title IX regulation requires, how to find out if your school is treating both sexes fairly, how to file a complaint with HEW if it comes to that, and a lot more. Many are free. Write for our *Publications List and Order Form*. PEER, 1029 Vermont Ave., NW, Washington, D.C. 20005.

Califano Okays Half Court Basketball

The handful of states that still make girls' basketball teams play by old-fashioned "girls' rules" got a green light to continue that practice from HEW Secretary Joseph A. Califano, Jr., last December.

The Title IX regulation, Califano said in a statement to the press, "does not require schools to offer identical versions of the same sport" to girls and boys.

Despite Califano's ruling, the Tennessee Secondary School Athletic Association board voted in March to switch from "half-court" to five-player "full-court" rules for girls. That leaves only Arkansas, Iowa and Oklahoma still clinging to split-court ball for girls, so called because each of the six players is limited to half the basketball court.

The ruling could set a precedent for different treatment of the sexes in athletics, says Char Mollison, associate director of SPRINT, an information clearinghouse on women and sports. "We'll never know what women are capable of unless their athletic training starts as early and as vigorously as it does for men," says Mollison.

Staff Notes

Lynda Weston, who directed the massive research effort which led to PEER's indictment of HEW's Title IX enforcement record, *Stalled at the Start*, has recently been named PEER's associate director.

A four-year PEER staffer, Weston came to the project after interning at NOW headquarters in Washington, D.C. She is currently directing PEER's Michigan project.

Clelia Steele, her predecessor as associate director, left PEER to take charge of another feminist project. Among her many accomplishments at PEER, Steele produced *Cracking the Glass Slipper: PEER's Guide to Ending Sex Bias in Your Schools.*

In January, Beth Comarow moved from managing PEER's office to organizing and running workshops for the North Carolina project. Robin Gordon, who's been writing for *Peer Perspective* for several years, was named editor.

Peer

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